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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4123
Revision No.: 7
Date Of Revision: 04/12/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

This wage determination applies to the following towns in NEW LONDON COUNTY:
Colchester, Lebanon

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.84
01012 - Accounting Clerk II		18.90
01013 - Accounting Clerk III		21.15
01020 - Administrative Assistant		29.32
01035 - Court Reporter		22.64
01041 - Customer Service Representative I		15.64
01042 - Customer Service Representative II		17.58
01043 - Customer Service Representative III		19.19
01051 - Data Entry Operator I		15.69
01052 - Data Entry Operator II		17.12
01060 - Dispatcher, Motor Vehicle		20.17
01070 - Document Preparation Clerk		18.53
01090 - Duplicating Machine Operator		18.53
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.26
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		14.03
01191 - Order Clerk I		17.68
01192 - Order Clerk II		19.80
01261 - Personnel Assistant (Employment) I		18.12
01262 - Personnel Assistant (Employment) II		20.27
01263 - Personnel Assistant (Employment) III		22.60
01270 - Production Control Clerk		24.02
01290 - Rental Clerk		14.11
01300 - Scheduler, Maintenance		17.73
01311 - Secretary I		17.73
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		18.03
01410 - Supply Technician		29.32
01420 - Survey Worker		19.42
01460 - Switchboard Operator/Receptionist		16.50
01531 - Travel Clerk I		13.64
01532 - Travel Clerk II		14.85
01533 - Travel Clerk III		15.66
01611 - Word Processor I		14.67
01612 - Word Processor II		17.11
01613 - Word Processor III		19.15
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.81
05010 - Automotive Electrician		22.22
05040 - Automotive Glass Installer		21.49
05070 - Automotive Worker		21.49
05110 - Mobile Equipment Servicer		20.17
05130 - Motor Equipment Metal Mechanic		22.84
05160 - Motor Equipment Metal Worker		21.49
05190 - Motor Vehicle Mechanic		21.96
05220 - Motor Vehicle Mechanic Helper		19.44
05250 - Motor Vehicle Upholstery Worker		20.87

05280	- Motor Vehicle Wrecker	21.49
05310	- Painter, Automotive	21.18
05340	- Radiator Repair Specialist	20.36
05370	- Tire Repairer	15.94
05400	- Transmission Repair Specialist	21.96
07000	- Food Preparation And Service Occupations	
07010	- Baker	13.48
07041	- Cook I	16.91
07042	- Cook II	18.73
07070	- Dishwasher	11.03
07130	- Food Service Worker	11.56
07210	- Meat Cutter	20.84
07260	- Waiter/Waitress	10.42
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	22.22
09040	- Furniture Handler	18.11
09080	- Furniture Refinisher	22.22
09090	- Furniture Refinisher Helper	19.44
09110	- Furniture Repairer, Minor	20.87
09130	- Upholsterer	22.22
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	13.18
11060	- Elevator Operator	15.75
11090	- Gardener	17.02
11122	- Housekeeping Aide	15.75
11150	- Janitor	15.75
11210	- Laborer, Grounds Maintenance	14.49
11240	- Maid or Houseman	12.68
11260	- Pruner	13.22
11270	- Tractor Operator	16.27
11330	- Trail Maintenance Worker	14.49
11360	- Window Cleaner	17.26
12000	- Health Occupations	
12010	- Ambulance Driver	20.93
12011	- Breath Alcohol Technician	21.76
12012	- Certified Occupational Therapist Assistant	30.45
12015	- Certified Physical Therapist Assistant	31.74
12020	- Dental Assistant	21.05
12025	- Dental Hygienist	41.01
12030	- EKG Technician	33.76
12035	- Electroneurodiagnostic Technologist	33.76
12040	- Emergency Medical Technician	20.93
12071	- Licensed Practical Nurse I	22.04
12072	- Licensed Practical Nurse II	24.66
12073	- Licensed Practical Nurse III	27.50
12100	- Medical Assistant	16.80
12130	- Medical Laboratory Technician	24.84
12160	- Medical Record Clerk	20.82
12190	- Medical Record Technician	23.31
12195	- Medical Transcriptionist	20.42
12210	- Nuclear Medicine Technologist	41.13
12221	- Nursing Assistant I	11.15
12222	- Nursing Assistant II	12.54
12223	- Nursing Assistant III	13.68
12224	- Nursing Assistant IV	15.37
12235	- Optical Dispenser	21.43
12236	- Optical Technician	20.52
12250	- Pharmacy Technician	15.61
12280	- Phlebotomist	18.44
12305	- Radiologic Technologist	31.46
12311	- Registered Nurse I	25.81
12312	- Registered Nurse II	31.58
12313	- Registered Nurse II, Specialist	31.58
12314	- Registered Nurse III	38.21
12315	- Registered Nurse III, Anesthetist	38.21
12316	- Registered Nurse IV	45.33
12317	- Scheduler (Drug and Alcohol Testing)	26.96
12320	- Substance Abuse Treatment Counselor	23.38
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	19.39
13012	- Exhibits Specialist II	24.04
13013	- Exhibits Specialist III	29.38
13041	- Illustrator I	25.30
13042	- Illustrator II	31.34
13043	- Illustrator III	38.33
13047	- Librarian	34.71
13050	- Library Aide/Clerk	15.03
13054	- Library Information Technology Systems Administrator	31.34
13058	- Library Technician	22.61
13061	- Media Specialist I	22.61

13062	- Media Specialist II	25.30
13063	- Media Specialist III	28.21
13071	- Photographer I	15.98
13072	- Photographer II	19.01
13073	- Photographer III	23.53
13074	- Photographer IV	28.81
13075	- Photographer V	34.85
13090	- Technical Order Library Clerk	19.50
13110	- Video Teleconference Technician	21.46
14000	- Information Technology Occupations	
14041	- Computer Operator I	18.31
14042	- Computer Operator II	20.49
14043	- Computer Operator III	22.85
14044	- Computer Operator IV	25.38
14045	- Computer Operator V	28.11
14071	- Computer Programmer I	(see 1) 27.32
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	18.31
14160	- Personal Computer Support Technician	25.38
14170	- System Support Specialist	36.33
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	32.96
15020	- Aircrew Training Devices Instructor (Rated)	39.87
15030	- Air Crew Training Devices Instructor (Pilot)	45.21
15050	- Computer Based Training Specialist / Instructor	32.96
15060	- Educational Technologist	41.45
15070	- Flight Instructor (Pilot)	45.21
15080	- Graphic Artist	25.94
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	45.21
15086	- Maintenance Test Pilot, Rotary Wing	45.21
15088	- Non-Maintenance Test/Co-Pilot	45.21
15090	- Technical Instructor	27.88
15095	- Technical Instructor/Course Developer	34.10
15110	- Test Proctor	22.51
15120	- Tutor	22.51
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	11.29
16030	- Counter Attendant	11.29
16040	- Dry Cleaner	13.07
16070	- Finisher, Flatwork, Machine	11.29
16090	- Presser, Hand	11.29
16110	- Presser, Machine, Drycleaning	11.29
16130	- Presser, Machine, Shirts	11.29
16160	- Presser, Machine, Wearing Apparel, Laundry	11.29
16190	- Sewing Machine Operator	13.90
16220	- Tailor	14.86
16250	- Washer, Machine	11.86
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	24.84
19040	- Tool And Die Maker	28.54
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	18.92
21030	- Material Coordinator	22.48
21040	- Material Expediter	22.48
21050	- Material Handling Laborer	14.34
21071	- Order Filler	12.31
21080	- Production Line Worker (Food Processing)	18.92
21110	- Shipping Packer	17.12
21130	- Shipping/Receiving Clerk	17.12
21140	- Store Worker I	14.73
21150	- Stock Clerk	19.09
21210	- Tools And Parts Attendant	18.92
21410	- Warehouse Specialist	18.92
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	34.52
23019	- Aircraft Logs and Records Technician	29.83
23021	- Aircraft Mechanic I	33.37
23022	- Aircraft Mechanic II	34.52
23023	- Aircraft Mechanic III	35.76
23040	- Aircraft Mechanic Helper	27.34
23050	- Aircraft, Painter	32.18
23060	- Aircraft Servicer	29.83
23070	- Aircraft Survival Flight Equipment Technician	32.18
23080	- Aircraft Worker	30.94
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	30.94

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.37
23110 - Appliance Mechanic	22.03
23120 - Bicycle Repairer	20.53
23125 - Cable Splicer	39.58
23130 - Carpenter, Maintenance	26.52
23140 - Carpet Layer	25.90
23160 - Electrician, Maintenance	26.58
23181 - Electronics Technician Maintenance I	29.69
23182 - Electronics Technician Maintenance II	30.68
23183 - Electronics Technician Maintenance III	31.55
23260 - Fabric Worker	25.20
23290 - Fire Alarm System Mechanic	26.05
23310 - Fire Extinguisher Repairer	24.16
23311 - Fuel Distribution System Mechanic	28.20
23312 - Fuel Distribution System Operator	25.50
23370 - General Maintenance Worker	21.95
23380 - Ground Support Equipment Mechanic	33.37
23381 - Ground Support Equipment Servicer	29.83
23382 - Ground Support Equipment Worker	30.94
23391 - Gunsmith I	24.16
23392 - Gunsmith II	26.15
23393 - Gunsmith III	28.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.78
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.77
23430 - Heavy Equipment Mechanic	27.23
23440 - Heavy Equipment Operator	32.10
23460 - Instrument Mechanic	26.13
23465 - Laboratory/Shelter Mechanic	27.20
23470 - Laborer	14.34
23510 - Locksmith	28.38
23530 - Machinery Maintenance Mechanic	26.96
23550 - Machinist, Maintenance	24.94
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	26.13
23592 - Metrology Technician II	27.04
23593 - Metrology Technician III	28.00
23640 - Millwright	30.08
23710 - Office Appliance Repairer	23.10
23760 - Painter, Maintenance	23.07
23790 - Pipefitter, Maintenance	30.87
23810 - Plumber, Maintenance	28.96
23820 - Pneudraulic Systems Mechanic	28.20
23850 - Rigger	23.75
23870 - Scale Mechanic	26.15
23890 - Sheet-Metal Worker, Maintenance	28.97
23910 - Small Engine Mechanic	23.89
23931 - Telecommunications Mechanic I	28.74
23932 - Telecommunications Mechanic II	29.67
23950 - Telephone Lineman	27.49
23960 - Welder, Combination, Maintenance	23.75
23965 - Well Driller	28.20
23970 - Woodcraft Worker	28.20
23980 - Woodworker	24.16
24000 - Personal Needs Occupations	
24550 - Case Manager	18.49
24570 - Child Care Attendant	13.29
24580 - Child Care Center Clerk	16.58
24610 - Chore Aide	12.92
24620 - Family Readiness And Support Services Coordinator	18.49
24630 - Homememaker	22.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.27
25040 - Sewage Plant Operator	31.30
25070 - Stationary Engineer	29.27
25190 - Ventilation Equipment Tender	23.99
25210 - Water Treatment Plant Operator	31.30
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.62
27007 - Baggage Inspector	15.55
27008 - Corrections Officer	31.00
27010 - Court Security Officer	31.00
27030 - Detection Dog Handler	20.07
27040 - Detention Officer	31.00
27070 - Firefighter	28.89
27101 - Guard I	15.55
27102 - Guard II	20.07
27131 - Police Officer I	31.35

27132	- Police Officer II	34.83
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.08
28042	- Carnival Equipment Repairer	13.68
28043	- Carnival Worker	10.95
28210	- Gate Attendant/Gate Tender	16.23
28310	- Lifeguard	11.19
28350	- Park Attendant (Aide)	18.15
28510	- Recreation Aide/Health Facility Attendant	13.24
28515	- Recreation Specialist	22.48
28630	- Sports Official	14.45
28690	- Swimming Pool Operator	16.57
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	31.31
29020	- Hatch Tender	31.31
29030	- Line Handler	31.31
29041	- Stevedore I	28.82
29042	- Stevedore II	32.55
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	39.43
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	27.18
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.94
30021	- Archeological Technician I	20.83
30022	- Archeological Technician II	23.31
30023	- Archeological Technician III	28.86
30030	- Cartographic Technician	28.86
30040	- Civil Engineering Technician	33.15
30051	- Cryogenic Technician I	31.98
30052	- Cryogenic Technician II	35.32
30061	- Drafter/CAD Operator I	20.83
30062	- Drafter/CAD Operator II	23.31
30063	- Drafter/CAD Operator III	25.98
30064	- Drafter/CAD Operator IV	31.98
30081	- Engineering Technician I	16.70
30082	- Engineering Technician II	18.76
30083	- Engineering Technician III	21.33
30084	- Engineering Technician IV	26.00
30085	- Engineering Technician V	31.78
30086	- Engineering Technician VI	38.47
30090	- Environmental Technician	26.25
30095	- Evidence Control Specialist	28.86
30210	- Laboratory Technician	23.17
30221	- Latent Fingerprint Technician I	31.98
30222	- Latent Fingerprint Technician II	35.32
30240	- Mathematical Technician	28.86
30361	- Paralegal/Legal Assistant I	18.90
30362	- Paralegal/Legal Assistant II	25.78
30363	- Paralegal/Legal Assistant III	31.55
30364	- Paralegal/Legal Assistant IV	38.16
30375	- Petroleum Supply Specialist	35.32
30390	- Photo-Optics Technician	28.86
30395	- Radiation Control Technician	35.32
30461	- Technical Writer I	26.60
30462	- Technical Writer II	32.53
30463	- Technical Writer III	39.37
30491	- Unexploded Ordnance (UXO) Technician I	25.06
30492	- Unexploded Ordnance (UXO) Technician II	30.32
30493	- Unexploded Ordnance (UXO) Technician III	36.34
30494	- Unexploded (UXO) Safety Escort	25.06
30495	- Unexploded (UXO) Sweep Personnel	25.06
30501	- Weather Forecaster I	31.98
30502	- Weather Forecaster II	38.90
30620	- Weather Observer, Combined Upper Air Or (see 2)	25.98
Surface Programs		
30621	- Weather Observer, Senior (see 2)	28.86
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.33
31020	- Bus Aide	15.75
31030	- Bus Driver	19.92
31043	- Driver Courier	16.00
31260	- Parking and Lot Attendant	12.46
31290	- Shuttle Bus Driver	16.73
31310	- Taxi Driver	14.54
31361	- Truckdriver, Light	16.73
31362	- Truckdriver, Medium	17.73
31363	- Truckdriver, Heavy	23.11
31364	- Truckdriver, Tractor-Trailer	23.11
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.30
99030	- Cashier	10.95
99050	- Desk Clerk	12.08

99095 - Embalmer	27.39
99130 - Flight Follower	24.24
99251 - Laboratory Animal Caretaker I	14.11
99252 - Laboratory Animal Caretaker II	14.76
99260 - Marketing Analyst	33.45
99310 - Mortician	27.39
99410 - Pest Controller	21.71
99510 - Photofinishing Worker	17.53
99710 - Recycling Laborer	21.27
99711 - Recycling Specialist	23.89
99730 - Refuse Collector	19.41
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	15.60
99830 - Survey Party Chief	30.50
99831 - Surveying Aide	19.14
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	20.06
99841 - Vending Machine Repairer	22.70
99842 - Vending Machine Repairer Helper	20.06

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate,

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1),

dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).